

## **Session plan on polarisation addressing strategy**

### **COVISION/SUPERVISION METHOD**

The participants are divided into 3 smaller groups (this depends on the overall group size, ideally it could be 7-8 people in a group).

Each of the participants in a group prepares a 1 sentence introduction/headline of a case/situation they would like to get feedback/guidance on. They present it to the group.

Each group votes for 1 case to be closely analysed and give feedback on. From there the group is divided into specific roles: the case representative, the advisors, the protocol writer and the moderator's helper.

The voted case representative has 3 minutes to explain the situation further. They need to specify what kind of help they need and vocalize the key problem/question.

From hereon the case representative and the group of "advisors" only communicate at allocated times. This will be moderated by the main facilitator and their helper. The case representative is removed from the group and the rest of the group gathers for a discussion on the topic. Each member of the advisory group needs to prepare a specifying question to the case representative.

The representative is reunited with the group, who will ask the representative their questions. No discussion at this point, just asking the questions and answering.

The representative is again removed from the group and the advisors gather for a discussion. What did they learn in the questions round? The advisory group creates a 5-step strategy to overcome/solve the problem at hand. The moderator gives the advisory group time to also bring examples of good practises they have been using or are familiar with.

The case representative is brought back to the advisory group. The advisory group presents the case representative with the 5-step strategy and their examples of good practises.

The case representative is removed from the group one last time and the advisory group is given time to think of positive feedback and words of encouragement to the case.

The group is reunited and the advisors give their encouragement/good feedback.

The group then will give each other feedback, starting from the case representative and moving on with the advisory group members. How was it to receive advice and a strategy to solve your problem? Will you be able to implement it?

How was it to work on the strategy? What did you value most from your peer's questions, feedback, opinions?

The group is given space to thank each other for their trust, input and feedback.